

Hispanic Career Development Survey

1. Career Goals

This survey will provide a baseline of information for assessing the career aspirations and obstacles of Hispanic NRCS employees. Collecting this information will provide data on areas that are operating smoothly and areas that may need improvements. One goal is to share the results of this survey and act on this information at the August meeting in Philadelphia, Pennsylvania. This survey should take about 12 to 15 minutes to complete.

All responses will be totally confidential.

1. What is your employee status?

☐

Current NRCS employee

127

$\frac{127}{128} = 99.2\%$

N = 128

☐

Retired NRCS employee

1

.8%

2. Retired NRCS Employees

2. Are you currently a member of the National Organization of Professional Hispanic Natural Resources Conservation Service Employees?

☐

No

☐

Yes

☐

Don't Know

3. How many years have you been retired?

4. How many times have you been moved by the Federal government because of a job change?

☐

Zero

☐

1

☐

2

☐

3

☐

4

☐

5

☐

6

☐

7

☐

8 or more

5. How many times did you apply for a job in NRCS and not been chosen?

☐

zero

☐

1

☐

2

☐

3

☐

4

☐

5

☐

6

☐

7

☐

8

☐

9

☐

10

☐

More than 10

3. Retired NRCS Employees (continued)

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10. How many job levels do you want to advance before you retire?

- 0% 16 ☐ I'm at the level I want to be
- 16 ☐ 1
- 18 ☐ 2
- 12 ☐ 3
- 9 ☐ 4
- 6 ☐ 5
- 0% 1 ☐ 6
- 0 ☐ 7
- 1 ☐ 8
- 1 ☐ 9
- 20 ☐ 10 or more

N=94

11. What NRCS leadership position would you be most interested attaining in the short term and at what level (e.g., State Engineer, District Conservationist, State Human Resources Director, National Civil Rights Director, etc.)?

N=76

26% cited DC's

18% "TECHNICAL SPECIALIST AT VARIOUS LEVELS"

9% "AC, AREA SPECIALIST, RE"

12. Please identify THREE activities that would help you reach your career goals (Please select no more than THREE responses).

- 0% 15 ☐ Enlisting a formal mentor
- 28 ☐ Formal training
- 19 ☐ Going back to school to earn a graduate degree
- 1 ☐ Going back to school to earn a undergraduate degree
- 6 ☐ Going back to school to qualify for a different series
- 10 ☐ Other (please specify)
- 0% 17 ☐ International assignment
- 39 ☐ Leadership development program
- 28 ☐ Receiving on the job training
- 14 ☐ Removing the unwritten rule that requires moving to advance
- 21 ☐ Serving as "acting" supervisor
- 0% 4 ☐ Serving on a "detail" in the private or non-profit sector
- 12 ☐ Serving on a "detail" with a different agency
- 46 ☐ Serving on a NRCS "detail" outside your state
- 19 ☐ Serving on a NRCS "detail" within your state
- 3 ☐ WEB training

N=95

5. Obstacles to Career Advancement

13. How many times have you applied for a job in NRCS and not been chosen?

- 0% 24 ☐ zero
- 12 ☐ 1
- 11 ☐ 2
- 15 ☐ 3
- 0% 6 ☐ 4
- 2 ☐ 5
- 6 ☐ 6
- 3 ☐ 7
- 0% 2 ☐ 8
- 0 ☐ 9
- 1 ☐ 10
- 18 ☐ More than 10

N=95

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14. What are the THREE biggest obstacles that hinder you from achieving your career goals? (Please select no more than THREE responses)

- 0% 14 ☐ I have no obstacles that hinder me 5 ☐ Lack a formal mentor 3 ☐ No opportunity to serve on a "detail" in the private or non-profit sector
- 11 ☐ Agency does not provide an opportunity to go back to school to earn a graduate degree 7 ☐ Lack of formal training 5 ☐ No opportunity to serve on a "detail" with a different agency
- 1 ☐ Agency does not provide an opportunity to go back to school to earn an undergraduate degree 17 ☐ Lack of support from current supervisor 19 ☐ No opportunity to serve on a NRCS "detail" outside your state
- 5 ☐ Agency does not provide an opportunity to go back to school to qualify for a different series 10 ☐ Leadership development program unavailable 5 ☐ No opportunity to serve on a NRCS "detail" within your state
- 11 ☐ Discrimination 10 ☐ Mobility 5 ☐ Not receiving adequate on the job training
- 6 ☐ Fear of change 10 ☐ No career ladder or career advancement opportunities 13 ☐ No opportunity to go on international assignment 3 ☐ Unwritten policy employee has to move to gain higher grades
- 21 ☐ Immobility due to dual careers with spouse 10 ☐ No opportunity to serve as "acting" supervisor 3 ☐ WEB training is inadequate
- 14 ☐ Immobility due to personal situation (e.g., elderly parents, etc.) 17 ☐ Work/family balance
- 17 ☐ Other (please specify)

N=94

15. What could the agency do to help you overcome these obstacles?

N=56

educational opportunities
increase opportunities for acting and details
Provide feedback to unsuccessful applicants
Agency purchase House

6. Mobility

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16. How many times have you been moved by the Federal government because of a job change?

<u>0%</u> 25 <input type="radio"/> Zero	<u>0%</u> 7 <input type="radio"/> 5
12 <input type="radio"/> 1	5 <input type="radio"/> 6
21 <input type="radio"/> 2	2 <input type="radio"/> 7
12 <input type="radio"/> 3	6 <input type="radio"/> 8 or more
11 <input type="radio"/> 4	

N=91

17. How MOBILE are you?

<u>0%</u> 26 <input type="radio"/> Very Mobile	<u>0%</u> 38 <input type="radio"/> Mobile	<u>0%</u> 21 <input type="radio"/> Neither Mobile nor Immobile	<u>0%</u> 12 <input type="radio"/> Immobile	<u>0%</u> 3 <input type="radio"/> Very Immobile	<u>Mean</u> 2.3
					N=90

18. To what extent do you AGREE or DISAGREE with the following statements:

	<u>0%</u> 19 <input type="radio"/> Strongly Agree	<u>0%</u> 15 <input type="radio"/> Agree	<u>0%</u> 26 <input type="radio"/> Neither Agree nor Disagree	<u>0%</u> 25 <input type="radio"/> Disagree	<u>0%</u> 15 <input type="radio"/> Strongly Disagree	<u>Mean</u>
Moving to get promoted should NOT be changed						3.0
Promotion-in-place should be the rule rather than the exception	21 <input type="radio"/>	21 <input type="radio"/>	30 <input type="radio"/>	25 <input type="radio"/>	5 <input type="radio"/>	2.7
						N=88

7. Leadership and Mentoring

19. What is your status regarding the following (please check all that apply):

	<u>0%</u> 6 <input type="checkbox"/> Currently Participating	<u>0%</u> 14 <input type="checkbox"/> Already Completed a Program Within NRCS	<u>0%</u> 2 <input type="checkbox"/> Already Completed a Program in a Different Organization	<u>0%</u> 70 <input type="checkbox"/> Never Participated	<u>0%</u> 13 <input type="checkbox"/> Don't Know	<u>N</u>
Leadership Development Program						86
Formal Mentoring Program	10 <input type="checkbox"/>	16 <input type="checkbox"/>	2 <input type="checkbox"/>	63 <input type="checkbox"/>	10 <input type="checkbox"/>	87

20. Would you be interested in participating in a Leadership Development Program?

21. Would you be interested in participating in a Formal Mentoring Program?

	<u>0%</u> Leadership Dev. Prog.	<u>0%</u> Formal Mentoring Prog.
Already part	7	13
Not interested	17	23
yes, in next yr	57	47
yes, in 2 yrs	8	9
yes, in 3 yrs	7	3
yes, in 4 yrs	1	1
yes, in 5 yrs	3	2

N=88

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22. How IMPORTANT to you is the following?

	Very Important 90%	Important 90%	Neither Important nor Important 90%	Unimportant 90%	Very Unimportant 90%	N	MEAN
Having a Mentoring Program sponsored by the NOPBNRCSE	31 ○	37 ○	22 ○	8 ○	2 ○	87	2.14
Having a mentor help me at my current position	24 ○	38 ○	17 ○	16 ○	5 ○	87	2.39
Having a mentor help me with career development	38 ○	49 ○	7 ○	8 ○	2 ○	87	1.92
Having a mentor that reflects my ethnicity/race	15 ○	24 ○	24 ○	26 ○	8 ○	87	2.86
Having a mentor that reflects my gender	9 ○	21 ○	33 ○	30 ○	7 ○	87	3.05

8. Working Environment

23. To what extent do you AGREE or DISAGREE with the following statements about promotions and performance appraisals:

	Strongly Agree 90%	Agree 90%	Neither Agree or Disagree 90%	Disagree 90%	Strongly Disagree 90%	N	MEAN
My performance appraisal is a fair reflection of my performance	24 ○	45 ○	10 ○	19 ○	2 ○	89	2.31
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels	19 ○	47 ○	17 ○	17 ○	1 ○	85	2.34
My supervisor helps me overcome constraints that hinder me from achieving work goals	18 ○	40 ○	25 ○	9 ○	8 ○	85	2.51

24. To what extent do you AGREE or DISAGREE with the following statements about job skills and opportunities to improve job skills:

	Strongly Agree 90%	Agree 90%	Neither Agree or Disagree 90%	Disagree 90%	Strongly Disagree 90%	N	MEAN
I am comfortable with the skills I have to perform my job	24 ○	60 ○	13 ○	4 ○	0 ○	84	1.96
I am given a real opportunity to improve my skills in NRCS	15 ○	48 ○	25 ○	12 ○	0 ○	85	2.33
Managers/supervisors/team leaders work well with employees of different backgrounds	11 ○	35 ○	34 ○	15 ○	5 ○	85	2.68

25. How SATISFIED are you with the following:

	Very Satisfied 90%	Satisfied 90%	Neither Satisfied nor Dissatisfied 90%	Dissatisfied 90%	Very Dissatisfied 90%	N	MEAN
Involvement in decisions that affect your work	17 ○	39 ○	20 ○	23 ○	1 ○	84	2.52
Opportunity to get a better job in NRCS	15 ○	33 ○	24 ○	24 ○	5 ○	85	2.69

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26. To what extent do you AGREE or DISAGREE with the following statements:

	¹⁰⁰ Strongly Agree	⁷⁰ Agree	³⁰ Neither Agree or Disagree	⁰ Disagree	⁰ Strongly Disagree	N	MEAN
Employees in NRCS sometimes make comments regarding race, national origin, gender, age, disabilities, religion, marital status or sexual orientation that might be considered offensive or inappropriate	10	29	28	27	7	83	2.93
NRCS provides adequate programs to promote cultural understanding, and appreciation for differences, including differences between races and gender	11	51	21	11	6	84	2.5

9. Background Information

All background information is completely confidential and will be used for statistical purposes, only.

27. How many years experience do you have with the Federal government?

<input type="text"/>	⁵ 5 yrs or less	²² 22	¹⁶ 16-25 yrs	²⁷ 27	N=86
	⁶ 6-15 yrs	³² 32	²⁶ 26 or more	²⁰ 20	

28. What is your grade?

<input type="text"/>	GS 1-8	13	GS 13-15	14
	GS 9-12	73	SES	0

29. What is your gender?

³⁷
37 ☐ Female
⁶³
63 ☐ Male

N=86

30. What is your ethnicity/race (please check all that apply)

- ² ☐ African American/Black
¹ ☐ Native American/Alaskan Native
⁰ ☐ Asian American/Pacific Islander
¹⁷ ☐ Caucasian
⁸³ ☐ Hispanic/Mexican American
⁷ ☐ Other (please specify)

N=86

10. Background Information (continued)

All background information is completely confidential and will be used for statistical purposes, only.

31. What is your supervisory status (number of annual performance ratings you conduct)?

<input type="text"/>	Non supervisor	⁶⁰ 60	5-6	⁶ 6	N=85
	1-2	²⁰ 20	7-10	⁴ 4	
	3-4	⁶ 6	11 or more	⁵ 5	

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90 32. In what region of the country do you work?

- 31 ☐ Central
 37 ☐ East
 27 ☐ West
 5 ☐ National Headquarters (Washington D.C. or Beltsville, MD)

N = 84

70 33. Where is your office location?

- 54 ☐ Local or field office
 17 ☐ Area/multi-county office
 17 ☐ State office
 5 ☐ Center
 6 ☐ National Office
 2 ☐ Other (please specify)

N = 85

years til ret.	%
1-5	19
6-8	9
9-11	20
12-20	62

34. How many years do you plan to work before you retire?

N = 84

35. Are you currently a member of the National Organization of Professional Hispanic Natural Resources Conservation Service Employees?

- 16 ☐ No
 79 ☐ Yes
 6 ☐ Don't Know

N = 84

11. Final Thoughts

36. Please add any comments or recommendations about career development you would like to make.

N = 23